



Operational Stress Control

5 Core Leader Functions

Leadership is essential for Operational Stress Control (OSC) success. OSC has developed five core leadership functions that, if given daily hands-on attention will demonstrate a leader's commitment to making a difference in the lives of Sailors, their families and overall command health.

OSC is ultimately the responsibility of the Commander/Commanding Officer. However, leaders at all levels must take measures to prevent and reduce operational stressors that impact mission readiness and force preservation.



Leaders must implement the five core leadership functions of OSC to help build resilient individuals and commands

1	Strengthen your Sailors, their families, and your command
2	Mitigate and lessen the effect of stressors
3	Identify Sailors with stress problems
4	Treat and coordinate care
5	Reintegrate back into the unit

The 5 Core Leader Functions are part of the Navy OSC for Leaders Course (NAVOSC-Lead) curriculum. The course provides a venue for leaders to freely discuss how they have or could implement the OSC Leader functions. Contact your local OSC Mobile Training Team to schedule a class for your command. Additional products and the OSC Stress Zones and 5 Core Leader Functions video is available at no cost at the Naval Logistics Library <https://nll.ahf.nmci.navy.mil>.

OSC 5 Core Leader Functions

Strengthen – Enhance and build resilience in individuals, units, and families. Activities available to commanders to strengthen their Sailors fall into three main categories:

- Training – conduct realistic training that develops physical and mental strength and endurance.
- Social cohesion – builds mutual trust and support; essential component of resilience.
- Leadership – effective leaders instill confidence and provide a model of ethical and moral behavior. Together, these three components strengthen Sailors against the potential negative effects of stress.

Mitigate – Mitigating stress is about balance: Optimal mitigation of stress requires the balancing of priorities.

- On one side is the need to intentionally subject Sailors to stress in order to train and season them.
- On the other side ensure adequate sleep, rest, and restoration to allow recovery from stress.
- Resilience, courage, and fortitude can be likened to leaky buckets that are constantly being drained by stress. These buckets must be refilled through sleep, rest, recreation, and spiritual renewal.

Identify – Identify stress reactions or injuries early, before they become entrenched.

- Leaders must know the individuals in their commands and recognize when their confidence has been shaken.
- Most importantly, leaders need to know which stress zone their Sailors are in on a day-to-day basis.
- Sailors and family members may not always recognize when they are stressed and leaders may need to step in.
- Command leaders and shipmates need to watch out for each other and protect unit cohesion.

Treat – Ensure Sailors with a stress injury or illness get the help they need. Treatments options may include:

- Sailors can do many things to navigate their stress and help a Shipmate.
- Support from a leader, chaplain, counselor, or corpsman
- Definitive medical or psychological treatment when a Sailor reaches the injured or ill stress zones.

Reintegrate – Finally, Sailors that have received treatment for stress-related injuries or illnesses need to be effectively reintegrated back into their commands.

- Address negative perceptions and attitudes about seeking help. Casual derogatory comments left unchecked may prevent other Sailors from seeking help when needed.
- Actions that restore the confidence of the stress-injured Sailor, their peers as well as command leaders are necessary. Healing is a slow process.